

Market Range Detail - Medical Director

Effective Date

August 20, 2008

Market Range Title Description

Incumbents in the Medical Director market range title define and participate in the planning, development, implementation, and monitoring of departmental goals and strategies for medical care and for all functions and activities pertaining to indigent or inmate medical and psychiatric care. Positions assigned to this market range title are responsible for providing, formulating, and developing health plans, policies and programs; acting as chief medical advisor; evaluating and reviewing the need for health services and the effectiveness of existing programs; recommending program changes to meet identified needs and priorities; providing consultation to administrative and medical managers concerning medical policy, standards of medical care and the implementation of changes in Federal and local laws, ordinances, regulations and statutes pertaining to personal and community health standards; coordinating the provision of medical services; and directing the activities of positions assigned to the Physician market range title.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$64.75	\$87.02	\$109.29

Likely Minimum Qualifications

- Graduation Certification by the American Board of Preventive Medicine
- 2 years of experience in a highly responsible management capacity responsible for program administration, program planning and implementation, and program budgeting
- Arizona State Physician and Surgeon's Certification authorized by the Board of Medical Examiners of the State of Arizona

Working Titles

- Medical Director

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.